

# News

United States  
Department  
of Labor



Bureau of Labor Statistics

Philadelphia, Pa. 19106

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PLS - 3765

FOR RELEASE:

TUESDAY, AUGUST 1, 2000

## **RESULTS OF WAGE SURVEY FOR THE WASHINGTON-BALTIMORE, DC-MD-VA-WV METROPOLITAN AREA**

Workers in the Washington-Baltimore, DC-MD-VA-WV metropolitan area averaged \$17.86 per hour during July 1999, according to the U.S. Department of Labor's Bureau of Labor Statistics. Regional Commissioner Alan M. Paisner reported that white-collar workers had an average wage of \$21.46 per hour and accounted for 60 percent of those surveyed. Blue-collar workers averaged \$14.65 per hour and represented 18 percent of the workers, while service workers earned \$10.53 per hour and made up the remaining 22 percent.

The National Compensation Survey presents straight-time earnings for all occupations in establishments with 50 or more employees in private industry and state and local governments, while excluding private household and farm workers, as well as employees of the federal government. The Washington-Baltimore metropolitan area, which includes the District of Columbia; Baltimore City and the counties of Anne Arundel, Baltimore, Calvert, Carroll, Charles, Frederick, Harford, Howard, Montgomery, Prince George's, Queen Anne's, and Washington, MD; The cities of Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, and Manassas Park, and the counties of Arlington, Clarke, Culpeper, Fairfax, Fauquier, King George, Loudon, Prince William, Spotsylvania, Stafford, and Warren, VA; and the counties of Berkeley and Jefferson, WV, covered 418 firms representing 1,585,600 workers. Almost four-fifths of those within scope of the survey worked in private industry. The NCS provides broader coverage of occupations and establishments within the survey area than did previous salary studies and will eventually integrate three separate surveys of wages and benefits into a single, comprehensive compensation program.

In the Washington-Baltimore metropolitan area, average hourly wages were published for more than 140 detailed occupations. For example, white-collar workers included registered nurses at \$22.25 per hour, secretaries at \$15.27, and general office clerks at \$12.43. Among occupations in the blue-collar category, truck drivers averaged \$13.65 per hour while stock handlers and baggers averaged \$10.14. Finally, service occupations included nursing aides, orderlies and attendants at \$9.61 per hour and janitors and cleaners at \$8.77. (See table 2-1.)

The NCS also provides broad coverage of selected occupational characteristics. Private industry workers in Washington-Baltimore earned \$17.21 per hour, while State and local government workers averaged \$20.38. Full-time employees averaged \$18.90, while part-timers earned \$9.52. Among blue-collar workers, those belonging to a union averaged \$17.34, while non-union employees earned \$13.02. (See table A.) Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required for the job. These selected characteristics allow for comparison of occupations with similar requirements.

These data are used by business for many purposes including wage and salary administration, collective bargaining negotiation, and assistance in determining plant locations. Individuals may use such data to aid in potential career choice. In general, pay differences between occupations reflect many factors such as level, hours of work, tenure, training, education, and other factors.

Table A. Selected worker characteristics: mean hourly earnings<sup>1</sup> by occupational group,<sup>2</sup> National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, July 1999

Occupational group	Private industry and State and local government			
	Full-time workers <sup>3</sup>	Part-time workers <sup>3</sup>	Union <sup>4</sup>	Nonunion <sup>4</sup>
	Mean			
All occupations	\$18.90	\$9.52	\$20.30	\$17.19
White collar	22.45	12.13	25.87	20.66
Blue Collar	15.06	7.57	17.34	13.02
Service	11.59	6.54	14.37	9.36

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

<sup>3</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>4</sup> Union workers are those whose wages are determined through collective bargaining.

Complete survey results are contained in the *National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, July 1999*. (Bulletin 3100-33). Copies of the survey tables are available in both text and PDF formats on the Bureau's Internet site at: <http://stats.bls.gov/comhome.htm> and from the Bureau's fax-on-demand service, Ready Facts, by dialing 215-597-4153 and requesting documents 9840, 9841, 9842, 9843, and 9844.

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#### Technical note:

For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For all industries in this survey, the establishment was usually at a single physical location.

The list of establishments from which the survey sample was selected (the sampling frame) was developed from state unemployment insurance reports for the Washington-Baltimore, DC-MD-VA-WV metropolitan area. Reports from June 1995 were used for the private sector and June 1994 for the public sector. The sampling frame was reviewed prior to the survey, and, when necessary, missing establishments were added.

Technical note: (continued)

The sample design for this survey was a two-stage probability sample of detailed occupations. The first stage of sample selection was a probability-proportional-to-size sample of establishments. Use of this technique meant that the greater an establishment's employment, the greater was its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represented similar units (by industry and employment size) in the economy that were not selected for collection. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Identification of the occupations for which wage data were to be collected was a multi-step process. In the first step, the company jobs to be sampled were selected at each establishment by the BLS field economist during a personal visit. A complete list of employees was used for sampling, with each selected worker representing a job within the establishment. As with the selection of establishments, the selection of a company job was based on probability proportional to its size in the establishment. The greater the number of people working in an occupation in the establishment, the greater its chance of selection.

The second step in occupational selection was to classify jobs based on the Census of Population system. This is a system of approximately 480 occupations; selected jobs were classified based on a description of the duties and responsibilities of the job. In the third step, selected occupations were characterized as full-time or part-time, union or nonunion, and time-based pay or incentive pay.

Table 2-1. **Mean hourly earnings<sup>1</sup>, all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, July 1999**

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>All</b> .....	\$17.86	2.1	\$17.21	2.7	\$20.38	2.0
All excluding sales .....	18.06	2.1	17.41	2.7	20.39	2.0
<b>White collar</b> .....	21.46	2.4	21.06	3.0	22.82	2.3
White collar excluding sales .....	22.29	2.3	22.11	3.0	22.85	2.3
<b>Professional specialty and technical</b> .....	26.93	2.2	27.09	3.0	26.58	2.2
Professional specialty .....	28.22	2.1	28.50	2.9	27.69	2.2
Engineers, architects, and surveyors .....	29.68	4.6	30.08	5.1	26.38	4.2
Civil engineers .....	27.39	4.0	—	—	26.74	3.3
Electrical and electronic engineers .....	32.72	3.1	32.72	3.1	—	—
Engineers, n.e.c. ....	32.10	9.3	32.84	9.8	—	—
Mathematical and computer scientists .....	28.27	3.5	28.28	3.5	—	—
Computer systems analysts and scientists .....	28.75	3.8	28.76	3.8	—	—
Operations and systems researchers and analysts .....	22.89	6.0	22.89	6.0	—	—
Natural scientists .....	22.71	9.0	22.59	10.2	23.62	9.9
Health related .....	24.58	3.9	24.31	4.1	25.81	10.6
Physicians .....	37.22	15.2	36.76	18.2	39.60	13.6
Registered nurses .....	22.25	2.0	22.02	1.9	24.71	7.7
Respiratory therapists .....	21.08	11.3	21.08	11.3	—	—
Speech therapists .....	29.07	8.0	—	—	—	—
Therapists, n.e.c. ....	18.51	4.0	—	—	18.85	4.9
Teachers, college and university .....	34.90	5.6	39.49	8.0	30.62	6.2
English teachers .....	23.24	15.3	—	—	—	—
Other post-secondary teachers .....	30.13	8.8	28.39	10.0	31.77	14.1
Teachers, except college and university .....	28.66	1.8	21.34	7.3	29.66	1.6
Prekindergarten and kindergarten .....	25.36	12.8	—	—	—	—
Elementary school teachers .....	29.04	2.0	25.42	5.4	29.39	2.1
Secondary school teachers .....	30.79	1.7	28.66	3.7	31.00	1.8
Teachers, special education .....	26.95	4.6	18.37	11.9	28.96	2.9
Teachers, n.e.c. ....	27.08	7.9	—	—	30.23	4.4
Vocational and educational counselors .....	25.48	11.6	—	—	28.28	8.5
Librarians, archivists, and curators .....	22.83	6.8	20.16	9.0	24.57	7.1
Librarians .....	22.70	7.0	19.70	9.1	24.57	7.1
Social scientists and urban planners .....	26.42	8.6	28.92	9.3	18.41	4.0
Psychologists .....	22.01	6.4	—	—	—	—
Social, recreation, and religious workers .....	16.00	6.2	13.87	8.0	16.37	7.1
Social workers .....	16.18	7.9	14.58	10.3	16.45	9.1
Recreation workers .....	15.89	5.3	—	—	16.09	5.2
Lawyers and judges .....	49.58	4.9	51.73	4.2	31.70	6.1
Lawyers .....	49.58	4.9	51.73	4.2	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	29.34	7.8	29.44	8.0	—	—
Designers .....	17.60	5.9	—	—	—	—
Editors and reporters .....	30.79	12.7	30.79	12.7	—	—
Public relations specialists .....	31.08	19.9	31.08	19.9	—	—
Professional, n.e.c. ....	31.81	4.8	—	—	—	—
Technical .....	20.84	7.8	21.80	9.0	16.42	4.0
Clinical laboratory technologists and technicians .....	16.97	5.6	17.09	5.9	—	—
Radiological technicians .....	18.28	7.4	18.28	7.4	—	—
Licensed practical nurses .....	15.50	1.9	15.81	2.0	14.55	1.7
Health technologists and technicians, n.e.c. ....	16.29	5.6	15.25	7.9	18.57	4.3
Electrical and electronic technicians .....	18.82	5.8	18.82	5.8	—	—
Airplane pilots and navigators .....	89.67	24.6	89.67	24.6	—	—
Broadcast equipment operators .....	21.05	34.1	21.31	37.6	—	—
Computer programmers .....	19.48	7.6	19.48	7.6	—	—
Technical and related, n.e.c. ....	17.42	5.8	18.58	6.6	—	—
<b>Executive, administrative, and managerial</b> .....	27.15	3.4	27.80	4.0	24.89	5.5
Executives, administrators, and managers .....	30.56	4.4	31.35	5.3	27.57	5.8
Administrators and officials, public administration .....	24.14	7.9	—	—	24.14	7.9
Financial managers .....	41.08	11.0	41.08	11.0	—	—
Personnel and labor relations managers .....	29.91	14.8	28.57	17.2	—	—
Managers, marketing, advertising, and public relations .....	37.28	14.1	37.28	14.1	—	—

See footnotes at end of table.

Table 2-1. **Mean hourly earnings<sup>1</sup>, all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, July 1999** — Continued

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>White collar</b> —Continued						
<b>Executive, administrative, and managerial</b> —Continued						
Executives, administrators, and managers —Continued						
Administrators, education and related fields .....	\$30.97	5.9	\$29.88	11.8	\$31.70	5.9
Managers, medicine and health .....	31.57	4.8	31.52	4.5	—	—
Managers, service organizations, n.e.c. ....	29.24	14.5	30.96	14.7	—	—
Managers and administrators, n.e.c. ....	30.31	5.9	30.20	6.1	—	—
Management related .....	21.25	4.8	21.39	5.5	20.81	9.8
Accountants and auditors .....	19.82	6.9	20.61	6.5	18.14	15.0
Other financial officers .....	25.73	5.9	26.05	6.3	—	—
Personnel, training, and labor relations specialists .....	18.59	7.2	18.89	9.1	—	—
Purchasing agents and buyers, n.e.c. ....	25.42	11.4	26.12	11.1	—	—
Inspectors and compliance officers, except construction .....	17.52	8.2	—	—	17.52	8.2
Management related, n.e.c. ....	22.00	6.2	20.21	5.8	26.82	11.4
<b>Sales</b> .....	15.18	11.8	15.12	12.1	—	—
Supervisors, sales .....	18.25	14.6	18.25	14.6	—	—
Sales, other business services .....	25.78	12.0	25.78	12.0	—	—
Sales representatives, mining, manufacturing, and wholesale .....	21.78	2.8	21.78	2.8	—	—
Sales workers, apparel .....	9.92	13.5	9.92	13.5	—	—
Sales workers, hardware and building supplies ...	11.58	8.1	11.58	8.1	—	—
Sales workers, other commodities .....	8.31	7.8	8.31	7.8	—	—
Cashiers .....	9.45	12.6	9.43	12.9	—	—
<b>Administrative support, including clerical</b> .....	13.37	2.1	13.48	2.5	12.87	3.0
Supervisors, general office .....	18.55	5.4	18.31	6.4	19.46	8.4
Secretaries .....	15.27	4.1	15.67	5.0	13.50	5.3
Typists .....	14.23	5.7	14.63	6.1	—	—
Interviewers .....	11.83	7.5	11.83	7.5	—	—
Hotel clerks .....	7.83	4.9	7.83	4.9	—	—
Transportation ticket and reservation agents .....	15.11	10.4	15.11	10.4	—	—
Receptionists .....	10.15	2.7	10.12	2.8	—	—
Information clerks, n.e.c. ....	18.47	19.1	18.47	19.1	—	—
Order clerks .....	13.75	14.6	13.75	14.6	—	—
Personnel clerks, except payroll and timekeeping .....	16.14	15.7	16.45	20.0	—	—
Library clerks .....	9.73	4.6	—	—	9.47	5.0
Records clerks, n.e.c. ....	12.72	4.9	13.48	4.9	11.26	3.0
Bookkeepers, accounting and auditing clerks .....	11.47	4.2	11.40	4.8	11.78	7.9
Billing clerks .....	13.19	7.1	13.19	7.1	—	—
Telephone operators .....	8.92	7.8	8.57	7.0	—	—
Mail clerks, except postal service .....	8.83	10.8	8.83	10.8	—	—
Dispatchers .....	12.55	11.4	—	—	—	—
Traffic, shipping and receiving clerks .....	10.74	11.0	10.74	11.0	—	—
Stock and inventory clerks .....	14.07	5.8	13.74	8.0	—	—
Material recording, scheduling, and distribution clerks, n.e.c. ....	10.99	13.0	10.99	13.0	—	—
Investigators and adjusters, except insurance .....	13.14	6.3	13.14	6.3	—	—
Eligibility clerks, social welfare .....	13.42	3.4	—	—	13.67	3.1
Bill and account collectors .....	14.40	24.7	—	—	—	—
General office clerks .....	12.43	3.7	12.14	4.8	13.05	5.4
Data entry keyers .....	9.56	6.5	10.23	6.0	—	—
Statistical clerks .....	14.42	7.3	14.42	7.3	—	—
Teachers' aides .....	11.72	5.2	8.11	15.1	12.65	2.6
Administrative support, n.e.c. ....	12.87	5.6	13.00	6.3	—	—
<b>Blue collar</b> .....	14.65	3.0	14.60	3.3	15.22	4.5
<b>Precision production, craft, and repair</b> .....	17.76	3.1	17.88	3.3	16.44	7.0
Automobile mechanics .....	17.07	5.9	—	—	—	—
Industrial machinery repairers .....	16.61	7.5	16.99	7.9	—	—

See footnotes at end of table.

Table 2-1. **Mean hourly earnings<sup>1</sup>, all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, July 1999** — Continued

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>Blue collar</b> —Continued						
<b>Precision production, craft, and repair</b> —Continued						
Mechanics and repairers, n.e.c. ....	\$18.80	5.4	\$19.65	4.8	—	—
Supervisors, electricians and power transmission installers .....	26.33	4.8	—	—	—	—
Carpenters .....	14.92	5.9	14.83	6.3	—	—
Electricians .....	21.23	11.1	21.97	10.9	—	—
Electrician apprentices .....	11.45	6.4	11.45	6.4	—	—
Construction trades, n.e.c. ....	15.90	10.7	—	—	—	—
Supervisors, production .....	21.74	7.2	21.76	7.4	—	—
Electrical and electronic equipment assemblers ..	14.55	4.4	14.55	4.4	—	—
Stationary engineers .....	18.52	5.6	18.52	5.6	—	—
<b>Machine operators, assemblers, and inspectors</b> .....						
Printing press operators .....	18.68	16.7	19.05	16.9	—	—
Laundering and dry cleaning machine operators ..	8.89	5.8	8.89	5.8	—	—
Packaging and filling machine operators .....	17.65	8.2	17.65	8.2	—	—
Miscellaneous machine operators, n.e.c. ....	11.43	6.8	11.43	6.8	—	—
Assemblers .....	13.71	8.1	13.71	8.1	—	—
Production inspectors, checkers and examiners ..	10.07	4.2	10.07	4.2	—	—
<b>Transportation and material moving</b> .....						
Truck drivers .....	14.32	6.7	14.19	8.2	\$14.95	5.1
Truck drivers .....	13.65	4.9	13.56	5.3	14.71	3.7
Driver-sales workers .....	10.62	18.6	10.62	18.6	—	—
Bus drivers .....	13.01	6.7	—	—	14.13	4.0
Industrial truck and tractor equipment operators ..	16.80	9.6	16.80	9.6	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....						
Groundskeepers and gardeners, except farm .....	11.52	5.0	11.32	5.2	14.11	14.7
Stock handlers and baggers .....	10.42	9.6	9.77	8.2	—	—
Freight, stock, and material handlers, n.e.c. ....	10.14	11.0	10.05	12.2	—	—
Vehicle washers and equipment cleaners .....	13.43	7.2	13.43	7.2	—	—
Hand packers and packagers .....	10.43	15.9	10.43	15.9	—	—
Laborers, except construction, n.e.c. ....	12.16	12.8	12.16	12.8	—	—
.....	10.12	7.4	10.11	7.6	—	—
<b>Service</b> .....						
Protective service .....	10.53	2.9	8.58	2.7	16.00	3.3
Firefighting .....	16.54	5.1	9.73	7.7	18.99	3.6
Police and detectives, public service .....	17.65	4.8	—	—	17.65	4.8
Sheriffs, bailiffs, and other law enforcement officers .....	19.27	4.5	—	—	19.35	4.5
Correctional institution officers .....	17.09	29.4	—	—	17.09	29.4
Guards and police, except public service .....	15.65	3.3	—	—	15.65	3.3
Protective service, n.e.c. ....	9.29	6.6	9.01	6.2	—	—
Food service .....	18.05	25.6	—	—	—	—
Waiters, waitresses, and bartenders .....	7.55	4.1	7.46	4.2	10.46	8.2
Waiters and waitresses .....	4.96	8.9	4.96	8.9	—	—
Waiters'/Waitresses' assistants .....	4.23	11.0	4.23	11.0	—	—
Other food service .....	6.95	6.9	6.95	6.9	—	—
Supervisors, food preparation and service .....	8.86	4.6	8.78	4.7	10.46	8.2
Cooks .....	14.28	8.5	14.28	8.5	—	—
Food counter, fountain, and related .....	9.45	4.2	9.33	4.4	—	—
Kitchen workers, food preparation .....	6.97	9.5	6.97	9.5	—	—
Food preparation, n.e.c. ....	8.25	8.5	8.18	9.3	—	—
Health service .....	7.33	8.1	7.16	8.2	—	—
Health aides, except nursing .....	9.82	3.2	9.49	3.6	11.86	4.1
Nursing aides, orderlies and attendants .....	10.17	7.8	9.36	7.3	—	—
Cleaning and building service .....	9.61	3.6	9.37	4.1	11.64	5.5
Supervisors, cleaning and building service workers .....	9.07	4.0	8.56	4.5	11.45	3.1
Maids and housemen .....	12.90	11.0	12.61	13.1	—	—
Janitors and cleaners .....	8.79	6.4	8.77	6.4	—	—
Personal service .....	8.77	5.2	7.94	5.6	11.27	3.3
.....	10.47	7.5	10.63	9.5	9.96	7.4

See footnotes at end of table.

Table 2-1. **Mean hourly earnings<sup>1</sup>, all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, July 1999** — Continued

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>Service</b> —Continued						
Personal service—Continued						
Attendants, amusement, and recreation facilities	\$6.57	3.9	—	—	\$6.71	6.5
Public transportation attendants .....	21.38	15.7	\$27.22	8.4	—	—
Early childhood teachers' assistants .....	9.91	12.4	—	—	—	—
Child care workers, n.e.c. ....	8.64	4.7	8.32	3.9	—	—
Service, n.e.c. ....	8.78	4.8	8.67	5.2	9.57	12.9

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> All workers include full-time and part-time workers.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around

a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.